

US Olympic and Paralympic Committee Policy



Policy Name: Board Elections

Publication Date: 1/22/2025

Policy Owner: Secretary

Applies to: Board, Constituent Electoral Bodies

Purpose: This policy outlines principles and procedures associated with constituent elections of Directors to the USOPC Board of Directors.

Policy Statement:

Constituent elections to the USOPC Board of Directors should be conducted in a consistent manner so that members of our community can rely on and understand electoral processes.

1. Policy Outline

The USOPC Bylaws mandate that USOPC constituent groups (Team USA AC, NGBC, USOPA, here the “Electing Bodies”) participate in the naming of constituent representative Directors to the USOPC Board of Directors. This policy sets out how Electing Bodies will choose these representatives, subject always to applicable provisions in the USOPC Bylaws. This policy supersedes any conflicting provisions in Electing Body governing documents, and such Councils are encouraged to remove any conflicting or redundant language in their respective governing documents. In specific special election instances, the USOPC Nominating and Governance Committee (“NGC”) may waive specific provisions in this policy as it determines is necessary.

2. Principles and Procedures Common to all Elections

All USOPC elections must be conducted such that all eligible voters are given adequate opportunity to participate, and all stakeholders can be assured that the elections are conducted with transparency and competency.

- a. Enumeration of Eligible Voters and Communications to Electorates
 - i. Electing Bodies will define their respective electorates through their own Bylaws.
 - ii. An open call for nominations, as described below, must be shared with the electorate at least 14 days in advance of the close of nominations.
 - iii. The NGC will provide the Electing Body with an electoral guide that includes a timeline for elections, clear windows for constituent elections to take place, and the process and requirements for background checks and screening of candidates before they may be placed on a ballot.
- b. Election Administration
 - i. The Electing Body will use an NGC-provided independent election administrator to administer all elections and to collect and tabulate votes cast in those elections.
 - ii. The opening and closing of the voting period for each election will be communicated to voters in advance.
 - iii. Vetting of candidates and determinations of eligibility will be completed in advance by the Electing Body with the assistance of the NGC. Only candidates eligible for service on the USOPC Board (as set out in USOPC governing documents) may be placed on a ballot.

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3. The Joint Nominating Committee and At-Large Athlete Elections

USOPA and the Team USA AC will maintain a Joint Nominating Committee (JNC). The JNC will be comprised of six members, as follows:

- one Committee member appointed by the Executive Committee of USOPA, who is an officer of USOPA at the time of selection;
- two Committee members appointed by the USOPA President with approval of the USOPA Executive Committee, who are not members of the USOPA Executive Committee;
- one Committee member appointed by the Leadership of Team USA AC, who is a member of Team USA AC Leadership at the time of selection; and,
- two Committee members appointed by the Team USA AC Chair with approval of the Team USA AC, who are not members of Team USA AC Leadership.

The terms of the members of the JNC will be staggered, with the aim that an equal proportion of them will be appointed every four years.

A JNC member may be appointed to a second four-year term. JNC members are not eligible to serve for more than two consecutive full terms. Each member, including a member selected or appointed to fill a vacancy, will hold office until the selection or appointment of a successor.

The JNC will:

- In relation to elections to At-Large roles on the USOPC Board of Directors:
 - solicit candidates;
 - communicate with the NGC about the election and about the needs of the USOPC Board;
 - determine if candidates meet applicable eligibility requirements
 - review and vet candidates;
 - select candidates to stand for election;
 - communicate with the electorate about the election; and,
 - coordinate with and provide information to the election administrator so that the election administrator can conduct the election.
- Prior to the election, the JNC will make a call for candidates for the At-Large athlete USOPC Board seat. The call will be generally published and communicated as broadly as possible; set forth the eligibility requirements for service as an At-Large athlete USOPC Board member; provide information on the current USOPC Board configuration and needs; and allow at least a two-week time period for the submission of nominations.
- Any 10 Year Athlete or 10 Year+ Athlete may nominate a candidate who meets the eligibility requirements in USOPC Bylaws. Any individual meeting the eligibility requirements nominate themselves as a candidate. No member of the JNC may be a candidate for the seat.
- The JNC will select two candidates per open seat from those nominated who will then stand for election. The JNC will carry out a fair and transparent process in considering those nominated and in selecting candidates for election. In making this selection the JNC will consider:

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- the skills, qualifications, and experiences, including leadership experiences, of the candidate;
 - the personal and professional integrity of the candidate;
 - the demonstrated judgment of the candidate;
 - the commitment of the candidate to fulfill their USOPC Board responsibilities, including having available time to attend Board meetings and perform required duties;
 - the need for diversity on the USOPC Board;
 - the opportunity to provide for representation of the Paralympic movement;
 - the candidate's attributes as measured against the NGC's Board Member Service Criteria; and,
 - other criteria, as determined by the JNC, which indicate that the candidate has the capabilities needed to be a valuable USOPC Board member.
- The JNC will explain to each selected candidate the responsibilities of USOPC Board service and that they are to be a voice for the interests of athletes while serving in the best interests of the USOPC.
 - Pursuant to USOPC Bylaws, a candidate who has committed certain criminal, doping and SafeSport violations is ineligible for service as a USOPC Board member. Prior to being placed on the election ballot, a candidate will undergo a background check and social media review conducted by the NGC and will make certain disclosures pertaining to the candidate's personal history. Candidates will agree that results of the background checks, social media reviews and disclosures will be furnished to the USOPC.
 - The JNC will consider the results of a candidate's background check, social media review and disclosure in selecting the candidate for election. Prior to the JNC making a final selection of a candidate for election, the USOPC will determine whether the results of the background check or candidate disclosure would disqualify the candidate from service as a USOPC Board member in accordance with USOPC Bylaws. If so disqualified, the candidate will not be placed on the ballot.
 - In advance of the election, the JNC will notify the eligible voters of the upcoming election for the At-Large athlete seat. The notification will state the names and summary of qualifications of the candidates selected by the JNC to run for the USOPC Board seat. Additionally, a candidate may include, if so inclined, a description of not more than one page of the candidate's qualifications and of the candidate's position on issues of importance to the candidate.
 - The Eligible Voters for the At Large Athlete will be the members of Team USA AC. The JNC, Team USA AC, and USOPA will work jointly to ensure that all members of the Team USA AC are aware of the opportunity to vote and the ability to be sent a ballot through the electronic voting system.

In the case of an At Large Athlete who is eligible for re-election to the position.

- If the At-Large athlete representative to the USOPC Board indicates that they want to serve a second term, the NGC will facilitate an evaluation of the At-Large athlete representative's service on the USOPC Board. The USOPA Board of Directors and Team USA AC Leadership will participate in the evaluation. The NGC will then provide the results

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of the evaluation to the JNC. The JNC will then make a recommendation to the Team USA AC either supporting or not supporting the At-Large athlete representative for a second term.

- The Team USA AC will then vote either to retain or not retain the At-Large athlete representative to the USOPC Board for a second term. Should the Team USA AC elect to not retain the incumbent Director, the NGC along with the JNC will enact the full election process enumerated above.

4. Joint Nominating Committee and Appointments

In keeping with the USOPC Bylaws, the JNC will make appointments of eligible At Large athletes to USOPC committees from time to time. The JNC may also be asked to support or direct appointments in other cases as requested by the NGC.

- The composition of the JNC for committee for such appointments is the same as is outlined above for Board appointments.
- The JNC will consider and appoint only USOPC 10+ Year athletes for At Large athlete roles.
- All such appointees must be eligible for Board service, as outlined in the Bylaws.
- USOPC Committee At Large Athlete Vacancies¹
 - Upon a vacancy, the JNC will solicit, vet, evaluate and appoint committee members where the USOPC Bylaws require an At Large athlete member.
 - The JNC will solicit input on the vacancy and/or incumbent from the Team USA AC, USOPA, the NGC and the committee for which the vacancy is to be filled. The JNC may also consult with other Councils and stakeholders.
 - In the case of an open seat on a committee, the JNC will issue an open call for candidates at least 14 days before considering candidates.
 - When an incumbent committee member's term is about to end and that incumbent is eligible for a subsequent term, the JNC will consider the reappointment of that member and will make a determination. In that case, the JNC should consult with the same stakeholders, but need not issue a public call for candidates.

Other Appointments as Requested

- Should the JNC be tasked to make other appointments of At Large Athletes it will follow the same process outlined above, but may not be required to issue a public call for candidates, at the option of the NGC.
- The JNC may consult with the body to receive the appointee about their needs and will consult with the NGC as requested.
- The JNC will consult with the Secretary or their designee on outside appointments.

¹ Any At Large Athlete serving in a committee role as of November 15, 2024 will be able to continue to serve under that appointment and will be eligible to be reappointed should they have at least a term of eligibility remaining. This includes any At Large athletes who may not have been USOPC 10+ Year athletes when appointed.

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i. Policy History

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Scheduled Review	Revision Summary
Initial Approval	Board of Directors				
Revision	Board of Directors	Board Vote 1-21-2025	1-22-2025	2-2-2025	Revised to reflect changes to USOPC bylaws regarding the election of At Large Athletes to the USOPC Board and added a section regarding JNC appointments to USOPC committees and other groups.